

# Agenda

## *SENIOR APPOINTMENTS AND BUCKS PAY AWARD COMMITTEE*

**Date:** Thursday 10 May 2018  
**Time:** 10.00 am  
**Venue:** Mezzanine Room 1, County Hall, Aylesbury

<b>Agenda Item</b>	<b>Time</b>	<b>Page No</b>
<b>1 APOLOGIES FOR ABSENCE / CHANGES IN MEMBERSHIP</b>	<b>10:00</b>	
<b>2 DECLARATIONS OF INTEREST</b> To disclose any Personal or Disclosable Pecuniary Interests		
<b>3 MINUTES</b> The minutes of the meeting held on 8 February 2018 to be agreed as a correct record and signed by the Chairman		<b>3 - 4</b>
<b>4 EXCLUSION OF THE PUBLIC</b> To resolve to exclude the press and public from the meeting for the following agenda items pursuant to paragraph 4 of Part 1 of the Local Government (Access to Information) (Variation) Order 2006		
<b>5 TUPE GROUPS UPDATE</b>  To consider the report and recommendations relating to TUPE groups	<b>10:05</b>	<b>To Follow</b>
<b>6 PAY REVIEWS- CBP, ADULT LEARNING TUTORS, DIRECT CARE AND APPRENTICESHIPS</b> To consider the report and recommendations relating to the Pay Review for Bucks pay (CBP), Adult Learning Tutors and Apprentices	<b>10:25</b>	<b>To Follow</b>

<b>7</b>	<b>SENIOR SALARIES &gt; £100K</b>  To consider the report and recommendations about senior salaries	<b>10:55</b>	<b>To Follow</b>
<b>8</b>	<b>CBP SIMPLIFICATION</b>  To consider the report and recommendations about the simplification of CBP	<b>11:05</b>	<b>To Follow</b>
<b>9</b>	<b>CHRISTMAS OFFICE HOURS</b>  To consider the report and recommendations about Christmas office hours in 2018	<b>11:25</b>	<b>To Follow</b>
<b>10</b>	<b>SENIOR RECRUITMENT PROPOSALS</b>  To consider the report and recommendations on senior recruitment	<b>11:35</b>	<b>To Follow</b>
<b>11</b>	<b>CONFIDENTIAL MINUTES</b> The confidential minutes of the meeting held on 8 February 2018 to be agreed as a correct record and signed by the Chairman	<b>11:50</b>	<b>5 - 8</b>
<b>12</b>	<b>DATE OF NEXT MEETING</b> 6 June 2018, 1.45pm, Large Meeting Room, The Bucks Suite	<b>11:55</b>	

If you would like to attend a meeting, but need extra help to do so, for example because of a disability, please contact us as early as possible, so that we can try to put the right support in place.

*For further information please contact: Leone Dale on 01296 383042, email: [ldale@buckscc.gov.uk](mailto:ldale@buckscc.gov.uk)*

### **Members**

Mr S Bowles	Mr M Tett (C)
Mr T Butcher	Mr W Whyte
Mr R Reed (VC)	Mr S Lambert
Mr M Shaw	

# Minutes

## *SENIOR APPOINTMENTS AND BUCKS PAY AWARD COMMITTEE*

**MINUTES OF THE MEETING OF THE SENIOR APPOINTMENTS AND BUCKS PAY AWARD COMMITTEE HELD ON THURSDAY 8 FEBRUARY 2018 IN CMT BOARD ROOM, IRELAND ROOM, COUNTY HALL, COMMENCING AT 10.00 AM AND CONCLUDING AT 11.25 AM.**

### **MEMBERS PRESENT**

Mr M Tett (in the Chair)

Mr T Butcher, Mr R Reed, Mr M Shaw, Mr W Whyte and Mr S Lambert

### **IN ATTENDANCE**

Ms D Clarke, Ms S Ayton, Mr R Schmidt, Mrs S Ashmead, Miss S Murphy-Brookman and Miss L Dale

#### **1 APOLOGIES FOR ABSENCE / CHANGES IN MEMBERSHIP**

Apologies had been received from Mr R Ambrose, Director of Finance & Assets.

#### **2 DECLARATIONS OF INTEREST**

There were none

#### **3 MINUTES**

The minutes of the meeting held on 7 December 2017 were agreed as an accurate record and signed by the Chairman.

#### **4 EXCLUSION OF THE PUBLIC**

#### **5 CONFIDENTIAL MINUTES**

The confidential minutes of the meeting held on 7 December 2017 were agreed as an accurate record and signed by the Chairman.

#### **6 INDEPENDENT REMUNERATION PANEL MEMBERS APPOINTMENT**

A verbal update was provided by Mr R Reed, Vice Chairman, and Ms S Turnbull, Head



of Democratic Services.

**RESOLVED**

**The Committee AGREED to the appointment of two Independent Remuneration Panel Members.**

**The Committee AGREED to a third candidate.**

**The Committee AGREED to delegate authority to Ms S Turnbull and Mr R Reed to appoint a candidate to the role, given that a full interview would be conducted and any issues would be discussed with Members.**

**7 ANNUAL PAY REVIEW**

Ms S Ayton, Lead Reward Consultant, and Ms S Murphy-Brookman, Interim Head of Resourcing & Reward, presented a report and gave a verbal update on the Annual Pay Review.

**RESOLVED**

**The Committee NOTED the report and made recommendations for the Annual Pay Review.**

**8 CONTRIBUTION BASED PAY SIMPLIFICATION**

Ms Murphy-Brookman, Interim Head of Resourcing & Reward, presented her report and gave a verbal update on Contribution Based Pay.

**RESOLVED**

**The Committee NOTED the report and made recommendations for the Contribution Based Pay simplification.**

**9 DATE OF NEXT MEETING**

10 May 2018, 10.00am, Mezzanine Room 1, County Hall

**CHAIRMAN**

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A  
of the Local Government Act 1972.

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